

**System and Method for Integrated Management
of Personnel Planning Factors**

ABSTRACT

A system and method for integrated management of personnel
5 planning factors is described. Each employee has an employee
profile data area that is used to store planning data and actual
data corresponding to the employee. Planning data includes risk
analysis data, compensation data, and development planning data.
Actual data includes current compensation data and performance
10 data. Tools are available to analyze an employee in light of
other employees in the organization. When planning factors are
finalized, certain planning factors, such as compensation and
stock options, are copied to the employee's actual data area in
order to effectuate the changes. Management collectively views
15 groups of employees and collaborates with regards to evaluating
and rewarding the employees. Budget data, for example
pertaining to salaries, is disseminated from upper layers of
management to immediate managers. Budget data is compared with
planned data to rectify any variances between the budget and
20 plan.